

NEWSLETTER

NOVEMBER 1, 1977

FRASER VALLEY COLLEGE

FACULTY & STAFF ASSOCIATION

FROM: Leslie Panno, Richard Heyman & George Bissenden

IMPORTANT: *****

There will be a meeting on Thursday, November 3, at 5:00 PM in Chilliwack, Room 104, to discuss the conference report, future directions, and establishment of times for meetings to be held in the next couple of weeks to hear representatives from other unions, and to elect shop stewards. 3 shop stewards will be elected for the following areas:

- 1) clerical, student services, lab assistants, janitorial, programmers - east.
- 2) clerical, student services, lab assistants, janitorial, programmers, couriers - west
- 3) LRC - both campuses.

Bring your nominations to the meeting.

Diane will be there to explain the duties of shop stewards, but generally they are there to listen to your complaints and answer your questions or refer them to the appropriate person.

REPORT ON CONFERENCE *****

Richard, George and I attended the conference on Colleges and Educational Institutions, sponsored by PSEC (Public Sector Employees Council) this past weekend, and it was felt to be a very informative and worthwhile conference. Four unions (AUCE, BCGEU, CUPE, and our FSA) were represented. Fifteen institutions, including the four universities, BCIT and colleges, sent delegates, and each institution gave a 20-minute local report on the history of their union, their current contract, any grievances they've had, and any other highlights of the past year. These reports were very helpful not only as basic information about working conditions at other colleges, but also insofar as they pointed out the common concerns that we all have.

CUPE passed out several pieces of research they had done on university and college agreements in B.C., which will be very helpful when we come to negotiate our next contract.

There were special reports given by AUCE on maternity leave, the government's student job programs (in particular, the present Work-Study Program), and on part-time and temporary workers. BCGEU spoke to the government's anti-labour legislation, namely the Colleges Act, the amendments to the Labour Code, and the Essential Services Act. It was generally felt that, in the face of an increasingly adversarial attitude on the part of this government toward unions, we should move towards working much more closely together as a large group of people with common interests, rather than as a number of competing unions. This was the general tone of the conference

throughout and seems to bode well for the future of staff unions in B.C. The rather new PSEC is the body which could accomplish this goal by facilitating communication and discussion amongst the unions.

One other point I should mention is that a lot of people were very impressed by the good working relationship and closeness we have with our faculty at the College, and they suggested that staff at other institutions should perhaps attempt to cultivate better rapport with their faculty, especially in light of Bill 82, as faculty could really use the support of their staff now that they face the possibility of losing their unionization. This is something we should bear in mind when making up our minds what we're going to do next.

FUTURE DIRECTIONS

In the light of Bill 82 and the present anti-labour attitude of the government, your staff reps on the Executive have decided to invite members of AUCE, BCGEU and CUPE to come out and speak to us generally about their unions and what they might have to offer us should we decide to join one of them. Both faculty and staff are invited to come to these meetings, to be held after work at alternating campuses. ALL staff should make an effort to come to these meetings, as we need everyone's support, and there may be some major changes happening. WE NEED EVERYONE'S INPUT INTO THESE DECISIONS.

SOME INFORMATION ON STAFF UNIONS

AUCE: Association of University and College Employees

- 2188 employees
- UBC, SFU, Capilano College, CNC - Prince George, David Thompson University, Nelson are members
- represents only colleges and universities unlike the others which cover many other positions, e.g., BCGEU represents ferry workers, etc.
- newest provincial union of those at the conference.

BCGEU: B. C. Government Employees' Union

- 847 in the post-secondary institutions
- approximately 14,000 in total
- Okanagan, Northwest, Terrace, Northern Lights, Douglas, BCIT are members
- has the ability to provide research and statistics with a team of 25 full-time staff
- all staff from colleges and universities belong to Component 14, which is under the Labour Code (unlike all other components of BCGEU) and has a lot of local autonomy, e.g., they negotiate their own contracts

CUPE: Canadian Union of Public Employees

- 741 in post-secondary institutions
- 231,000 throughout Canada
- is a federal union with headquarters in Ottawa
- largest union in the country

- availability of reams of research material and statistics.
- of the three, this union is the most hard-line.

CONSIDERATIONS WE SHOULD HAVE ABOUT JOINING ANOTHER STAFF UNION

1. How much local autonomy can we have, e.g., can we negotiate for articles in our contract that other institutions don't have (for instance, a P.D. clause)?
2. How much research is available to us?
3. What kind of help can we expect from the head offices of the various unions (are they approachable)?
4. Are they pressure-oriented or do they let us move at our own rate if it is to our satisfaction?
5. Union dues will necessarily increase, but how much?
6. Who else is in the union; do we have common interests?
7. Will any of the unions allow us to maintain our present internal co-operation with faculty, e.g., negotiate one contract, if we so desire?

LP:van
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